

COMPENSATION STRATEGIES PAY CODE LISTING

PAY CODE	PAY SUM GRP	WAGE EXPENSE (AFIS COBJ)	PAY CODE DESCRIPTION	HRIS INPUT				SYS GEN	INCLUDED IN		TAXABLE		RETIREMENT				STATEWIDE PAY CODE USAGE, COMMENTS, EXCEPTIONS. LIMITS AND/OR RESTRICTIONS.	STATE PERSONNEL SYSTEM RESTRICTION	PROCESS LEVEL	CONCERN / CHANGE BEING REVIEWED
				HRS	AMT	STD TIME REC	EE GROUP		OverTime	SHIFT	% ERE	Federal	State	Soc Sec	Medicare	ASRS				
LEAVE COMPENSATION																				
371	371	6049	MERITORIOUS SERVICE LEAVE TAKN	X					X	X	X	X	X	X	X	X	Meritorious Service Leave hours to be paid during a time otherwise normally scheduled to work. Never paid at separation. To be used if leave is NOT approved as FMLA leave. Deducts from Meritorious Service leave balance.	R2-5A-B611 Grant max: Up to 24 hrs/EE/FY		Exclude from EORP.
371F	39F	6049	FMLA-MERITORIOUS LEAVE TAKEN	X					X	X	X	X	X	X	X	X	Meritorious Service Leave hours to be paid during a time otherwise normally scheduled to work. Never paid at separation. To be used if employee has an open FMLA plan with a balance. Deducts from Meritorious Service Leave and FMLA leave balance.	R2-5A-B611, R2-5A-D601 Grant max: Up to 24 hrs/EE/FY		Exclude from EORP.
SUPPLEMENTAL COMPENSATION (PERFORMANCE, AWARDS, STIPENDS)																				
702	702	6035	SPECIAL PERFORMANCE AWARDS		X	ZR30		X	X	X	X	X	X	X	X	X	Payment of special awards. Also can be used to pay CONDITIONAL PAY SUPPLEMENTS. If paid in a lump sum, must allocate to each week earned.			Exclude from EORP. Exclude from PSRS.
720	720	6035	STIPEND-SPECIAL ASSIGNMENT-\$		X				X	X	X	X	X	X	X	X	Weekly payment of a SPECIAL ASSIGNMENT stipend in addition to regular pay. Ongoing additional pay for performing additional duties or a special assignment based on specific conditions. If paid in a lump sum, must allocate to each week earned.	Up to midpoint, higher with documen- tation		Exclude from EORP. Exclude from PSRS. Exclude from CORP.
722	HBF	6034	HIRING INCENTIVE-\$		X	ZR30			X	X	X	X	X	X	X	X	Payment of a HIRING INCENTIVE stipend in addition to regular pay. Sign-on bonus at time of hire, or new position, awarded to employees under certain conditions. If paid in a lump sum, must allocate to each week earned.	Up to \$5,000		Exclude from EORP. Exclude from PSRS. Exclude from CORP.
730	730	6035	SPOT INCENTIVE-DISCRETIONARY-\$		X					X	X	X	X	X	X	X	Payment of a ONE-TIME, DISCRETIONARY bonus given under certain conditions such as extraordinary achievement if approved. Must meet FLSA criteria as DISCRETIONARY (ie. surprise bonus to the EE).	Up to \$2,000/EE/FY Agency plan required each Fiscal Year used.		Exclude from EORP. Exclude from CORP.
745	745	6039	STIPEND - RETENTION - \$		X	ZR30			X	X	X	X	X	X	X	X	Weekly payment of a RETENTION stipend in addition to regular pay if approved. If paid in a lump sum, must allocate to each week earned.	Up to 5%/EE/FY. Agency plan required each Fiscal Year used.		Exclude from EORP. Exclude from PSRS.
750	750	6034	STIPEND - RECRUITMENT - \$		X	ZR30			X	X	X	X	X	X	X	X	Weekly payment of a RECRUITMENT stipend in addition to regular pay if approved. If paid in a lump sum, must allocate to each week earned.			Exclude from EORP. Exclude from PSRS. Exclude from CORP.
755	RFF	6035	REFERRAL INCENTIVE PAYMENT-\$		X	ZR30				X	X	X	X	X	X	X	Payment of a REFERRAL stipend in addition to regular pay if approved. Incentive awarded under certain conditions to an employee referring a job applicant who later is successfully employed.	Up to \$1,000/ref \$3,000/EE/FY		Exclude from EORP. Exclude from PSRS.

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				HRS	AMT	STD TIME REC	EE GROUP	SYS GEN	OverTime	SHIFT	% ERE	Federal	State	Soc Sec	Medicare	ASRS	CORP	PSRS				EORP	
788	788	6035	MERIT INCENTIVE-DISCRETIONRY-\$		X						X	X	X	X	X					Payment of a MERIT BASED INCENTIVE bonus paid under certain conditions in lieu of a merit increase to base salary if approved. If paid in a lump sum, allocate to each week earned. Must meet FLSA criteria as DISCRETIONARY (ie. surprise to the EE).	Up to 4% for Up to 30% Ees. Must combine pay codes 788,789 to determine Merit Limits. Agency plan required each Fiscal Year used.		
789	789	6035	MERIT BASED INCENTIVE-\$		X					X		X	X	X	X	X		X	X	X	Payment of a MERIT BASED INCENTIVE bonus paid under certain conditions in lieu of a merit increase to base salary if approved. If paid in a lump sum, must allocate to each week earned.	Up to 4% for Up to 30% EEs. Must combine pay codes 788,789 to determine Merit Limits. Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from PSRS.
790	790	6035	GOAL BASED INCENTIVE-\$		X					X		X	X	X	X	X	X	X	X	X	Payment of a GOAL BASED INCENTIVE bonus awarded to an employee under certain conditions who has met established individual, team, unit, division or similar goals if approved. If paid in a lump sum, must allocate to each week earned.	Up to \$3,000/EE/FY Agency plan required each Fiscal Year used.	Exclude from EORP. Exclude from PSRS. Exclude from CORP.